DOCUMENT RESUME

ED 321 815 JC 900 409

TITLE	Trends and Comparisons in Community College Staffing.
INSTITUTION	California Community Colleges, Sacramento. Office of the Chancellor.
PUB DATE	Feb 89
NOTE	14p.
PUB TYPE	Reports - Research/Technical (143) -- Statistical Data (110)
EDRS PRICE	MF01/PC01 Plus Postage.
DESCRIPTORS	*Administrators; *College Faculty; Community Colleges; Comparative Analysis; *Educational Trends; *Employment Patterns; Faculty Workload; Full Time Faculty; Minority Groups; Part Time Faculty; *School Personnel; State Surveys; Teacher Characteristics; *Teacher Salaries; Trend Analysis; Two Year Colleges; Wages
IDENTIFIERS	*California

ABSTRACT

An analysis is provided of statewide information about California community college faculty, administrators, and classified employees, including staffing trends, faculty workload, salaries, fringe benefits, and demographic characteristics. Drawing largely from a database containing information for the period from 1981 to fall 1987, the report highlights the following: (1) in fall 1987, the number of staff in the California community colleges was 63,738, representing a 1% increase from the previous year, but still falling 8% below the number reported for 1981; (2) nearly two-thirds of all community college employees were faculty; (3) except for fluctuations in the number of part-time faculty, staffing levels remained relatively stable since 1978; (4) 40% of the community college faculty taught full-time, and one-third of these faculty members also taught an overload assignment; (5) since 1981, the student/faculty ratio in the California community colleges varied between a high of 30:1 in 1981 and a low of 27:1 in 1985; (6) in 1987-88, the average full-time instructor earned $40,047, reflecting a rate of growth in salaries not in pace with that at either the University of California or the California State University; (7) part-time faculty were paid at an hourly rate averaging $27 during fall 1987, and earned about $1,400 for teaching a three-unit semester class; and (8) in 1987, racial and ethnic minorities comprised one-seventh of California community college faculty, nearly one-fourth of administrators, and one-third of classified staff. (JMC)

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TRENDS AND COMPARISONS IN COMMUNITY COLLEGE STAFFING

FEBRUARY 1989

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TRENDS AND COMPARISONS IN COMMUNITY COLLEGE STAFFING

INTRODUCTION

California's 106 community colleges are organized in 71 districts, the largest system of its kind in the world. During the Fall 1987 term, this system offered about 130,000 regularly-scheduled classes and enrolled over 1,260,000 students. Half of the adult population in California has at one time or another received instruction at a community college. This level of activity is made possible through the services of nearly 64,000 employees on a payroll in excess of $1.2 billion in Fiscal Year 1987-88.

This paper presents information about those employed by the California's community colleges. It begins by describing trends in staffing and in faculty workload. This is followed by a review of staff compensation and the paper concludes by examining the demographic characteristics of staff. A variety of data sources are utilized, most prominent among which is the staff data file of the Chancellor's Office management information system. This file has been operational since 1981 and has been the basis of seven annual reports on staffing and salaries.

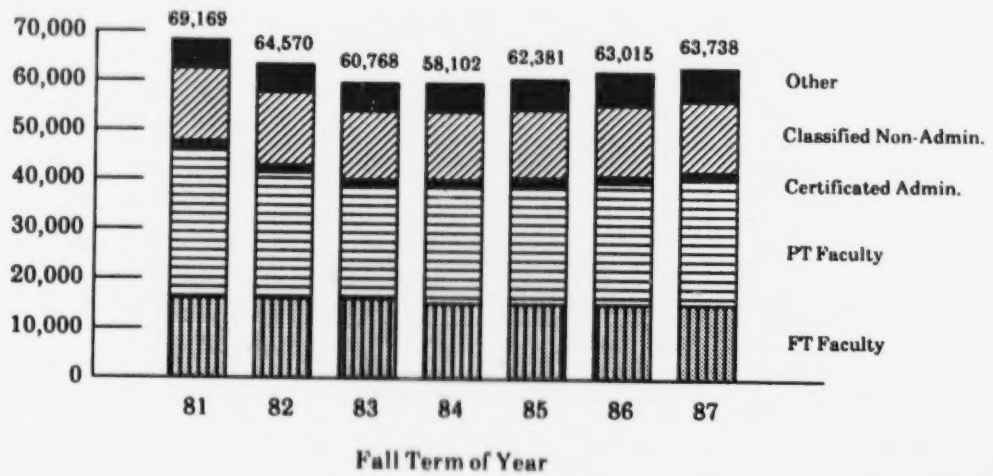
STAFFING TRENDS

The number of staff in California's community colleges totaled 63,738 in Fall 1987, up slightly (1%) from the previous year. Despite the increase, the number of college employees is still about 5,400 (8%) below the number reported for 1981; the year of peak enrollment and, possibly, peak staffing (Figure 1).

Figure 1

Staffing Trends

California Community Colleges

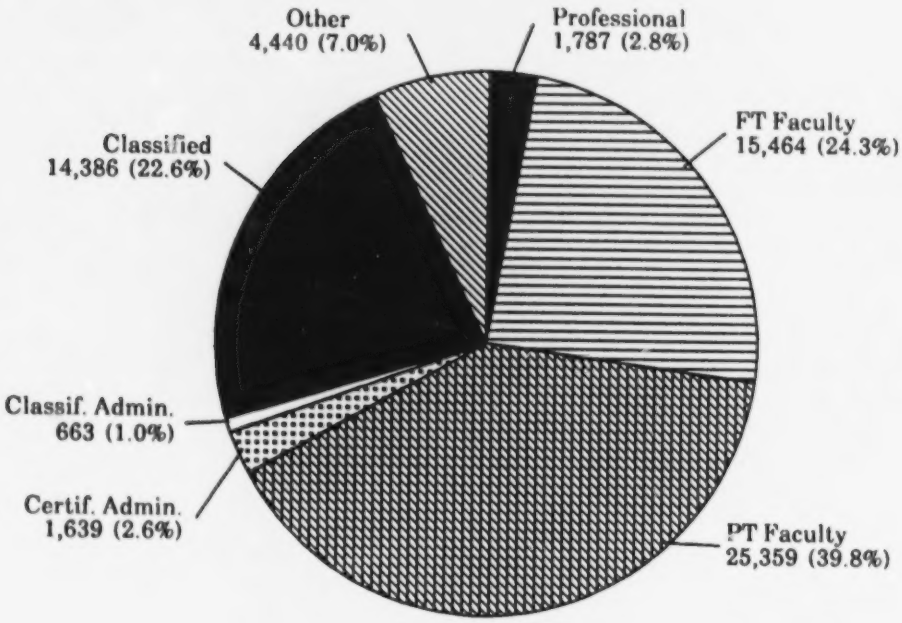


Nearly two-thirds of all community college employees are faculty. Administrative employees (both certificated and classified) comprise less than 4 percent of all staff, with the remainder holding assignments in various areas of instructional and institutional support (Figure 2).

Figure 2

Staffing by Type

California Community Colleges--Fall 1937



Total = 63,738

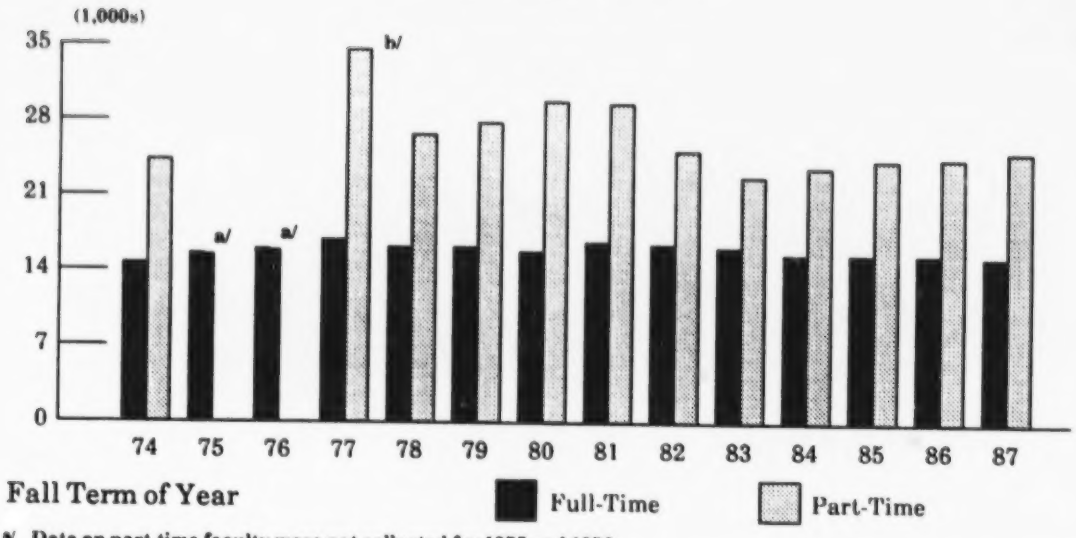
Except for fluctuations in the number of part-time faculty, staffing levels have remained relatively stable over the last decade. Changes in the number of part-time faculty are closely related to variations in part-time enrollment (Figure 3). At times, budget reductions cause districts to reduce their course sections and not (re)hire part-time faculty, all of which leads to reduced enrollment. At the same or other time(s), improved employment, reduced high school graduates, increased college-going costs, and other factors result in reduced enrollments which cause colleges to cancel classes and/or sections and not (re)hire part-time faculty. Only in 1984 did the number of part-time faculty increase while enrollment decreased. This aberration is attributed primarily to policy on college budget incentives and imposition of a first-time enrollment fee.

Thus, over the past decade, the number of part-time faculty has fluctuated largely because of changes in fiscal policy and in enrollment. Substantial budget cutbacks in the wake of Proposition 13 (1978) resulted in a reduction of about 8,000 part-time faculty. Restoration of funding then produced increased numbers of part-time faculty positions for the next three years. This was followed by budget cuts and reduced numbers of part-time faculty in 1982 and 1983 - followed again by budget increases and part-time faculty growth through 1987. During the same period, the number of full-time faculty has undergone a relatively modest decline.

Figure 3

Trends in Type of Faculty

California Community Colleges



a/ Data on part-time faculty were not collected for 1975 and 1976.

b/ Data on part-time faculty for 1977 were derived from an ad hoc survey and are not necessarily comparable to those of subsequent years.

FACULTY WORKLOAD

Four of ten community college faculty teach full-time, and six of ten teach part-time. Of the faculty who teach full time, one-third also teach an overload (part-time for extra pay) assignment beyond their full-time assignment.

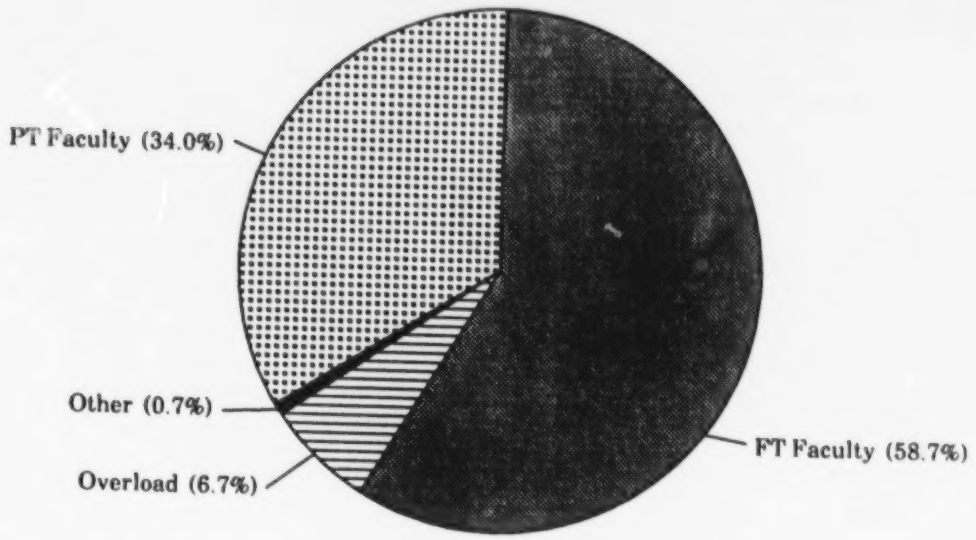
Contract/regular faculty generally serve under a ten month annual agreement and devote their full time to instruction, class preparation, student advisement and other institutional activities supporting their teaching responsibilities.

The typical full-time faculty member taught 16.3 hours per week in Fall 1987. A third of these full-time faculty taught 4.7 hours of overload in addition. Part-time faculty, on average, taught 5.4 hours per week, but are not usually required to participate in many of the instructional support activities carried by full-time faculty.

A distribution of class hour taught based on faculty type is that:

- Fifty-nine percent of all class hours in community colleges are taught by full-time faculty;
- Seven percent are taught as an overload by one-third of full-time faculty; and
- Thirty-four percent by part-time faculty (Figure 4).

Figure 4
Weekly Faculty Hours of Instruction
California Community Colleges - Fall 1987



During Fall 1987, staffing lagged behind workload. While enrollment grew by 3.2 percent and average daily attendance (ADA) was up by 2.4 percent, staff grew by just 1 percent.

Since 1981, the student:faculty ratio in California community colleges has varied between a high of 30:1 in 1981 and a low of 27:1 in 1985 (Table 1). The gradual decline in the ratio during the 1981-85 period appears to have been due to temporary fluctuations in enrollment levels and reduced student credit workload.

Table 1
Student:Faculty Ratios
1981 to 1988

Year	ADA	FTE Faculty	Ratio
1981-82	776,274	25,993	30:1
1982-83	751,067	25,474	29:1
1983-84	686,573	24,120	28:1
1984-85	666,140	23,941	28:1
1985-86	659,499	24,196	27:1
1986-87	685,038	23,806	29:1
1987-88	701,566	24,084	29:1

COMPENSATION

Salaries and fringe benefits for community college staff are determined through collective bargaining in nearly every district. The average full-time employee is paid $33,000 per year (estimated for 1987-88). Highest salaries are earned by administrators (certificated at $57,457 and classified at $42,275) and lowest by classified non-administrative staff ($21,618). The average full-time instructor earns $40,047 (Table 2).

Table 2
Estimated Community College Payroll
1987-88

Job Type	Average Salary	No.	Payroll Cost *($ millions)*
Certificated Administrator	$57,457	1,639	$94.2
Classified Administrator	42,275	663	28.0
Professional	27,446	1,787	66.9
Full-Time Faculty	40,047	15,464	619.3
Part-Time Faculty		9,129	149.6[a]
Classified Non-Admin.	21,618	14,386	311.0
All Types	32,983[b]	43,068	$1,269.0

[a] Computed cost for 5,590,095 contact hours at $26.77 per hour.
[b] Excludes part-time faculty.

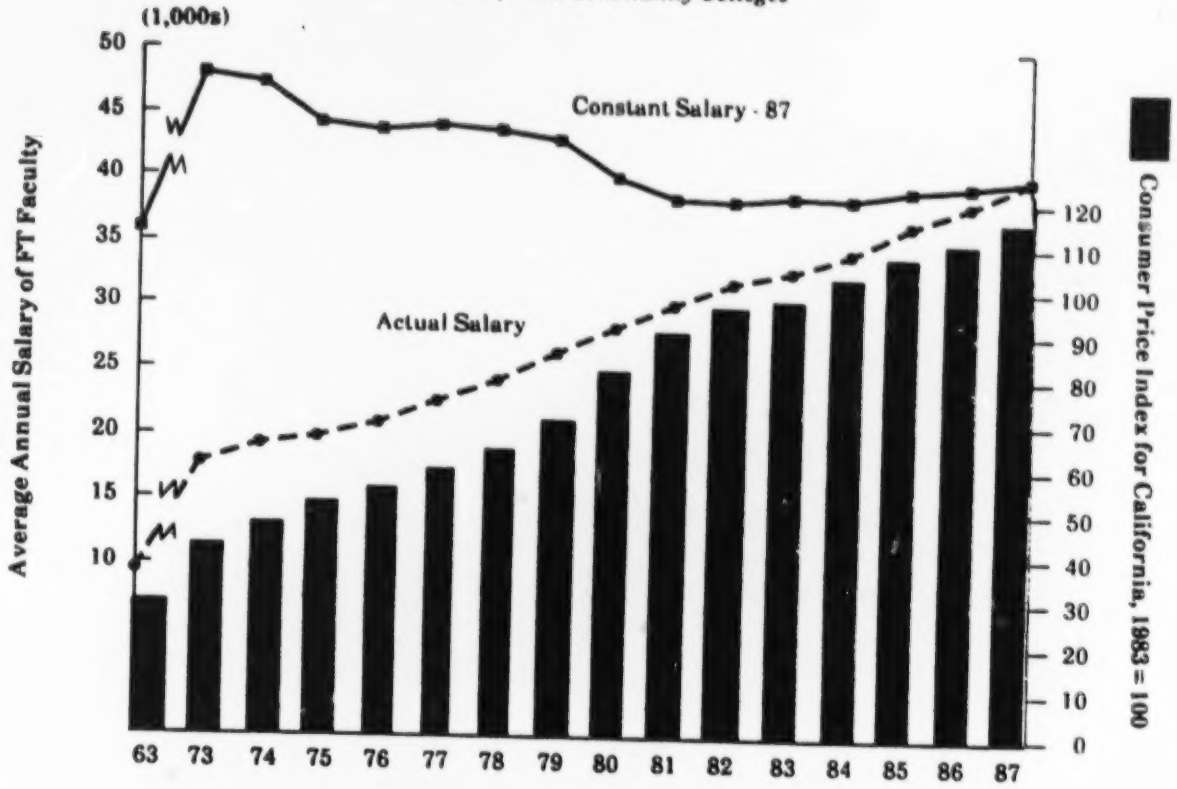
Most full-time community college employees also receive fringe benefits. Fringe benefit information is available only for full-time faculty and amounts to an annual average of $7,347 per employee (18% of salary). Half of this cost is for mandatory contributions (workman's compensation, disability and unemployment insurance, retirement and Social Security). The remaining optional benefits are provided at the district's discretion and are for health plans (dental, vision and medical) and other negotiated items such as income protection and survivor benefits.

Part-time faculty were paid at an hourly rate averaging $27 during Fall 1987. A typical part-time instructor, teaching a three-unit semester class, received about $1,400 at this rate of compensation. Few districts provide optional benefits for part-time faculty.

Figure 5

Full-Time Faculty Salaries

California Community Colleges



Full-time faculty salaries (adjusted for inflation) were highest in the early 1970s and, at their peak, were about 20 percent higher than today (Figure 5). Although faculty purchasing power has decreased gradually since the early 1970s, the most pronounced deterioration in purchasing power occurred after passage of Proposition 13 (1978). During the 1980s, faculty purchasing power has changed little; negotiated increases have generally reflected the rate of inflation. The same is true for trends in hourly rates of part-time faculty since 1981 (Table 3).

Table 3

Part-Time Faculty Hourly Rates

1981 to 1987

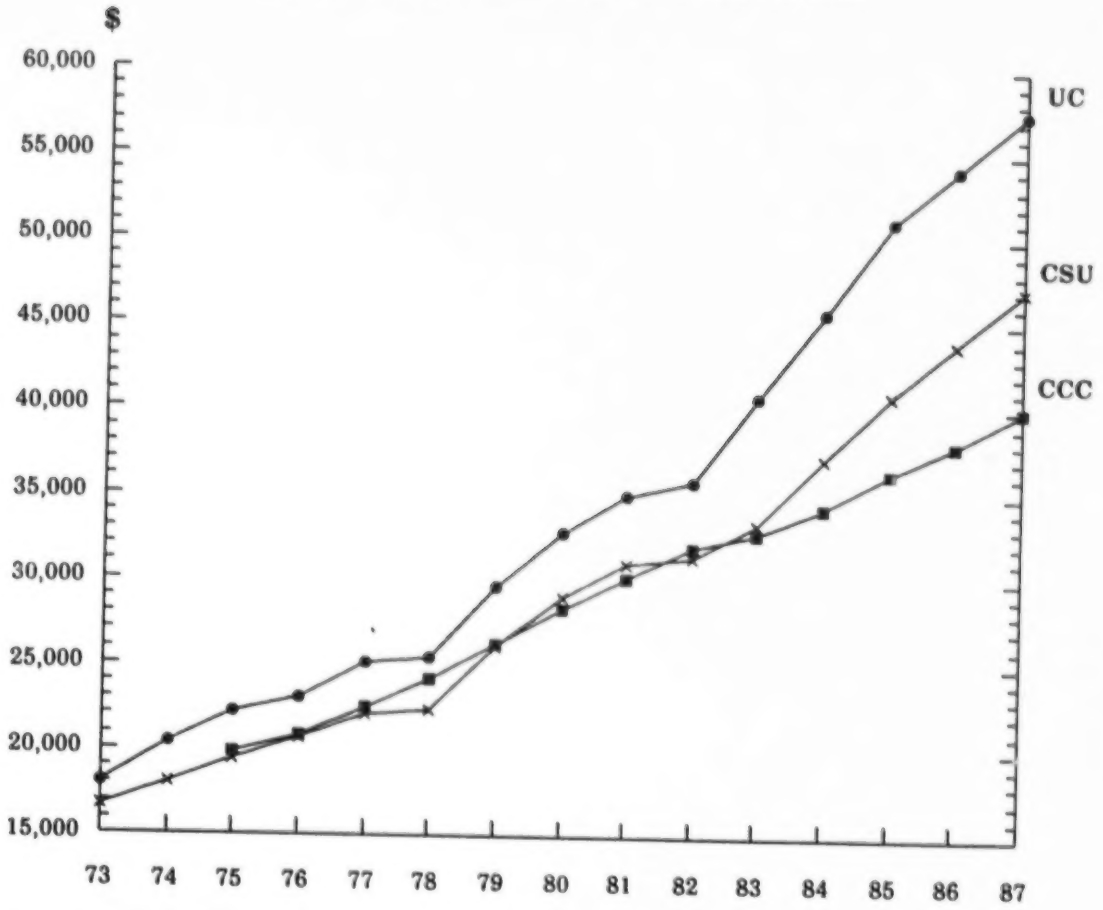
Year	Actual	Constant Rate *1987 Dollars*
1981	$20.50	$26.15
1982	21.74	26.07
1983	22.41	26.43
1984	23.20	26.07
1985	24.32	26.12
1986	25.50	26.53
1987	26.77	26.77

The rate of growth in salaries for community college faculty has not kept pace with growth in faculty salaries at either the University of California (UC) or the California State University (CSU). Since 1977, the average all-ranks faculty salary for UC has increased by 229 percent, CSU by 214 percent and community colleges by 179 percent (Figure 6). The largest increases for the two senior segments occurred after 1981, a time when community college faculty salaries just kept pace with inflation.

Figure 6

Intersegmental Faculty Salary Trends

Nine-Month All Ranks Average for the State of California



Source: CPEC Reports, *Faculty Salaries in California's Public Universities*, 1973 through 1987.

California community college faculty salary levels still exceed those reported for faculty in most other states. A recent American Association of University Professors study shows that faculty sampled in California community colleges earned an average salary of $36,900 compared to a nationwide average (excluding New York) of $29,100 (Table 4).

Table 4

Community College Faculty Salaries

Annual Average for Full-Time Faculty in Selected States, 1987-88

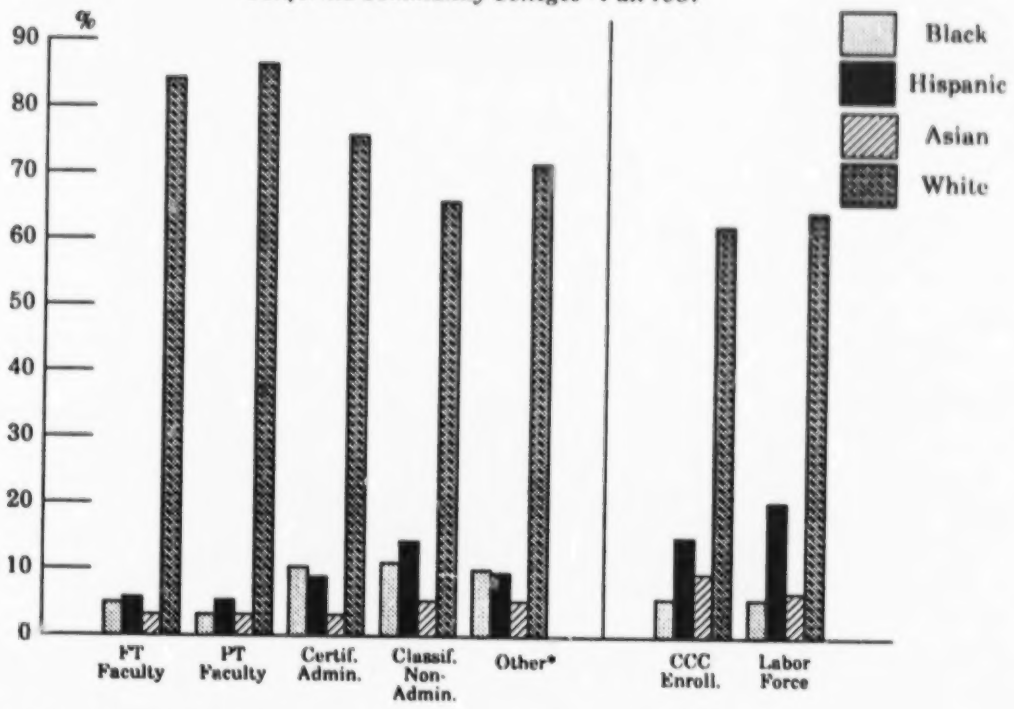
State	Salary
California	$36,900
Wisconsin	33,800
Minnesota	33,400
Michigan	32,700
Hawaii	31,000
Washington	30,800
Arizona	30,400
Texas	28,900
Oregon	28,600
Florida	28,200
Illinois	28,100
Colorado	26,600
Nationwide Average	**$29,100**

Source: Survey by American Association of University Professors, as reported in the *Chronicle of Higher Education*, May 4, 1988.

Figure 7

Ethnicity by Employee Category

California Community Colleges - Fall 1987



* Other includes Professional and Classified Administrative.

CHARACTERISTIC DEMOGRAPHICS

Racial and ethnic minorities make up one-seventh of California community college faculty, nearly one-fourth of administrators, and one-third of classified staff (Figure 7). By comparison, minorities make up over one-third of both community college enrollment and the California labor force. Except for the classified non-administrative category, minorities continue to be underrepresented among community college staffing, using these comparative measures.

By contrast, community college enrollment are reflective of California's population. The 1987 U.S. Current Population Census for California shows that ethnic minorities and women were, respectively, 35 percent and 51 percent of the adult population. Fall 1987 community college enrollments were 38 percent ethnic minorities and 56 percent women.

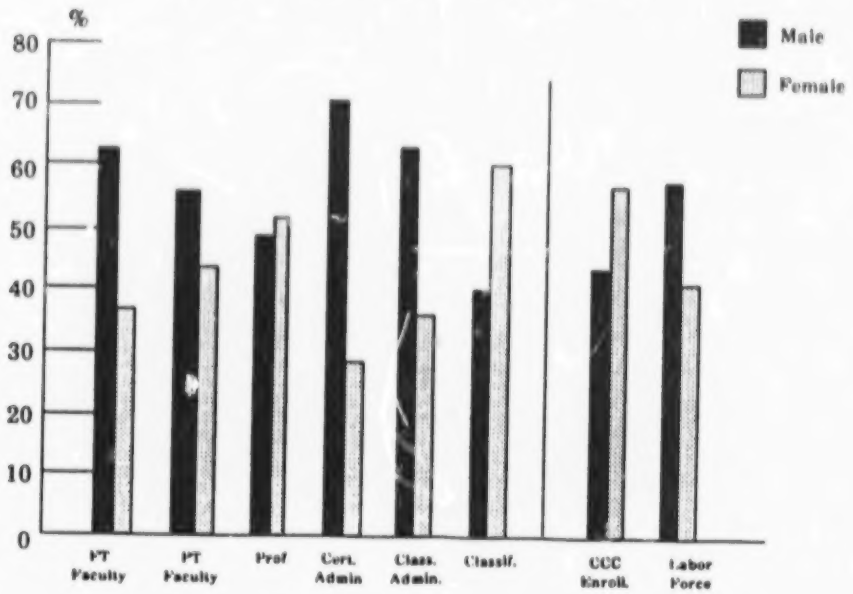
Although it should be noted that of all faculty hired between Fall 1985 and Fall 1986, 49 percent were women and 17 percent ethnic minorities. Among administrative hires during the same period 38 percent were women and 25 percent ethnic minorities.

In Fall 1987, 58 percent of community college enrollment was female and 42 percent was male. By contrast, the California labor force (in March 1986) consisted of 57 percent males and 43 percent females. Among community college employees, males are represented most (females least) among administrators and full-time faculty (Figure 8). Females are represented the most among the classified and professional (nurses, librarians, and counselors) staff.

Figure 8

Gender by Employee Category

California Community Colleges--Fall 1987

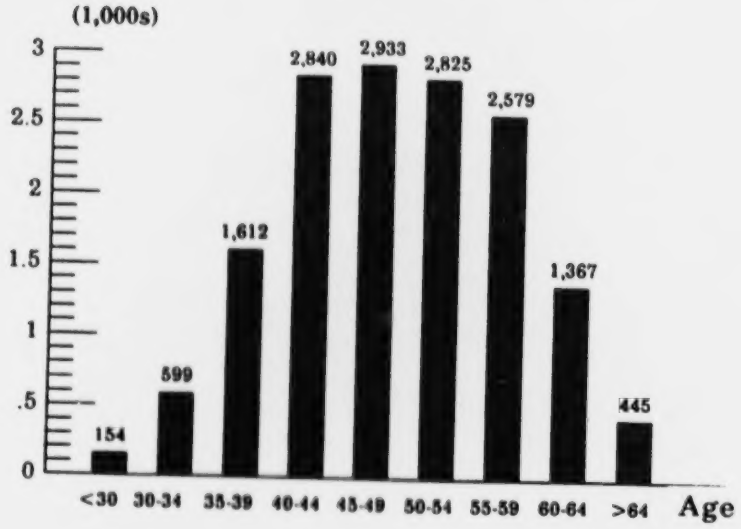


The average age for the different categories of community college staff ranges from 50 years for certificated administrators (the oldest) to 44 years for classified non-administrative staff (the youngest). Part-time faculty are five years younger, on the average, than full-time faculty. About half (7,400) of all full-time faculty are fifty years of age or older (Figure 9). Most of these faculty are eligible for retirement at 55 years of age and, as a consequence, numerous retirements are expected over the next decade. This presents the community colleges with both an opportunity - to address curricular and affirmative action imbalances - and a challenge - to recruit qualified individuals representative of the college's student population. Faculty recruitment will be highly competitive among the various institutions and private industry.

Figure 9

Age of Full-Time Faculty

California Community Colleges--Fall 1987



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